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A Survey of Company Policies on Garnishments and Wage Assignments in the Chicago Metropolitan Area

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A SURVEY OF COMPANY POLICIES ON GARNISHMENTS AND
WAGE ASSIGNMENTS IN THE CHICAGO
METROPOLITAN AREA

by

Thomas Edward De Pinto

A Thesis Submitted to the Faculty of the Institute of Social and
Industrial Relations of Loyola University in Partial
Fulfillment of the Requirements for the
Degree of Master of Social and
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LIFE

Thomas Edward De Pinto was born in Chicago, Illinois, March 17, 1928.

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CHAPTER I

AN INTRODUCTION TO THE SURVEY

The information found in this thesis is based on a survey of the actual policies regarding garnishments and wage assignments in effect in a selected sample of companies in the Chicago area. The writer also attempted to ascertain whether or not employers think that the number of garnishments and assignments they must process each month constitutes a problem and whether or not the magnitude of the problem necessitates having a definite discharge policy for employees whose wages are attached.

He also seeks to show: (1) that employees receiving garnishments and assignments fall into certain groups, (2) that proper employee indoctrination and adequate communication and explanation can lessen this problem, (3) that employers are (or are not) more prone to discharge employees because of garnishments or assignments since business has entered a period of decline.

The research was also trying to prove the hypothesis that the mere fact that a company has a discharge policy for constant offenders, whether the policy be severe or light, enforced or not, helps to reduce the number of garnishments and wage assignments

received each month.

A study entitled "Wage Assignments In Chicago,"¹ written in 1932 by a Yale law student, was somewhat similar in nature. That paper, however was concerned primarily with the policy of one company, Armour and Company, although the author did obtain comprehensive information on the policies of two other companies, one an afternoon newspaper and the other a street railway. He was most concerned with the legality of the question.

Methods Used to Collect Data

The major portion of the material used to write this thesis was secured through a mail survey.

To prepare a list of companies that would comprise a representative sampling of companies in the area, the Chicago Association of Commerce and Industry was contacted. They furnished the author with a Directory of Large Employers in the Chicago Metropolitan Area.²

The Directory lists all companies, manufacturing and non-manufacturing, in the Chicago Metropolitan area that employ over

1 A. Fortas, "Wage Assignments In Chicago", Yale Law Journal, Connecticut, 1933, P 526-560.

2 Chicago Association of Commerce and Industry, Directory of Large Employers in the Chicago Metropolitan Area, Illinois, 1953.

250 persons. The companies are listed in four separate groups, (1) manufacturers employing over one thousand persons, (2) manufacturers employing over five hundred persons, (3) manufacturers employing over 250 persons and (4) non manufacturers employing over 250 persons.

In order to have an adequate sample, it was necessary to survey companies that would represent a large percentage of the Chicago area working force. Therefore, employers with the largest number of employees would have to make up the bulk of the sample. The writer also included every possible type of large profit-making industry represented in the area.

An arbitrary selection of company names from the Directory's list of Manufacturers resulted in the following breakdown: (1) ninety-five companies from the group employing over one thousand persons, (2) sixty-six companies from the group employing over five hundred persons and (3) eight companies from the group employing over 250 persons. From the group of non manufacturers sixty-three companies were selected. The total of companies chosen for both non manufacturers and manufacturers equals 232.

Along with the 232 organizations chosen to be surveyed through the mail, the writer selected eight additional companies from the Directory to be surveyed more intensively by personal contact. These eight companies each employ over one thousand

persons. The grand total of companies selected for this survey amounted to 240.³

The questionnaire was formulated⁴ and sent to the 232 selected companies. This questionnaire was also used as the basis for the personal interviews with the eight companies selected.

Each of the eleven questions were short and required a very brief answer. In fact, six questions required only the checking of yes or no; two asked for a numeric figure. Each of the other three questions could be answered in two sentences.

A letter of explanation⁵ and a self-addressed, stamped envelope were sent along with the questionnaire to the Personnel Directors of each of the 232 companies during the first week of February, 1954. March 10, 1954 was set as the last date for accepting answers to be included. Exactly 141 returns were received by that time; 60.7 per cent of the 232 companies contacted.

Definitions

In this thesis the word "survey" is used to mean examination with regard to existence and to value. The writer survey-

3 See Appendix I.

4 See Appendix III.

5 See Appendix II.

ed companies to see whether a policy exists and whether or not it has value.

The term "policy" means a settled course adopted and followed by a company, concerning employees who become involved in assignments and garnishments. The policy need not be written to be considered.

The phrase, "Chicago Metropolitan area", is defined by the United States Bureau of the Census⁶ as "including the contiguous industrially important counties surrounding the City of Chicago. It includes the counties of Cook, DuPage, Kane, Lake, and Will in Illinois and Lake County in Indiana."⁷ The companies surveyed for this thesis are for the most part located in the Chicago area and Cook County but in order to get representation from all of the large industries in the area, it was necessary to survey a few companies in the outlying counties.

"Garnishment" is a legal proceeding which summons the employer to court as a garnishee in order that the creditor may attach the wages owed by this employer to an employee who has failed to pay a debt. The creditor proves to the court that the only way he can receive the money owed him is by taking the wages

6 This definition is used by the Chicago Association of Commerce and Industry in their Directory of Large Employers.

7 Ibid.

of the borrower directly from the company where he is employed. The law provides an exemption of thirty dollars for the head of a family, regardless of size.⁸

A "wage assignment" is a voluntary agreement, signed by a buyer or borrower, to allow the creditor to seek his wages from his employer if he defaults in payment. The Illinois law on assignments states that no more than 25 per cent of an individual's weekly wages can be collected by creditors through the wage assignment instrument.⁹

We shall be concerned with the number of assignments processed (thus recognized) and shall not include the number of assignments not recognized by companies because of some legal reason.

⁸ Illinois Revised Statutes, Chapter 62, cited in Laws Relating to Labor and Employment, Illinois, 1953, 102-110; Murray Edelman, University of Illinois Bulletin, Assignment and Garnishment of Wage in Illinois, Urbana, 1948; Illinois Manufacturers Association Bulletin, Illinois Law on Wages, Wage Assignments and Garnishments, Chicago, 1954.

⁹ Ibid, Laws Relating to Labor and Employment, Chapter 48, 99-101.

CHAPTER II

A SUMMARY OF THE SURVEY

The first chapter tells us that the primary purpose of this paper is the discovery of whether or not companies in the Chicago Metropolitan area consider wage attachments a problem, and what their discharge policies are toward employees involved in garnishment and assignment processes.

Number of Employees

Table I¹ shows the reader that this survey represents 321,295 employees of 149 manufacturing and non-manufacturing companies. Approximately eleven of the 149 participating companies neglected to give the number of persons they employ. Probably the numbers missing are balanced out because there were several companies that gave the number of employees they have across the nation rather than just those employed in the Chicago area. However, the policies analyzed are those applied to the Chicago area employees.

The number of employees in the six county Chicago

1 Table I, 9.

Metropolitan area totals approximately 2,750,000.² On the basis of the figure just mentioned, this survey represents 11.5 per cent of the employees in the Chicago area.

Number of Garnishments

Table II³ shows that over half of all the companies, large and small, receive between one and five garnishments per month, whereas only 6.0 per cent report that they process over twenty-one per month. Of the nine companies reporting over twenty-one garnishments per month, four have over five thousand employees each.

2 Statement of Mr. Sholes, Chicago Association of Commerce and Industry.

3 Table II, 10.

TABLE I

THE NUMBER OF COMPANIES IN THE SURVEY AND THE NUMBER
OF EMPLOYEES REPRESENTED BY EACH COMPANY GROUP

Company Groups	Number of companies	Number of employees represented
I Manufacturers employing over one thousand per- sons (includes six per- sonal interviews)	72	179,339
II Manufacturers employing between five hundred and one thousand per- sons	33	21,147
III Manufacturers employing between 250 and five hundred persons	3	840
IV Non Manufacturers em- ploying over 250 per- sons (includes two per- sonal interviews)	41	119,969
Survey Total	149	321,295

Source: Original questionnaires and eight personal interviews

TABLE II

THE NUMBER OF GARNISHMENTS PROCESSED EACH MONTH ACCORDING TO COMPANY GROUP

Company Groups	Number of Garnishments					
	Under 1	1 to 5	6 to 11	12 to 16	17 to 21	Over 21
I Manufacturers employing over one thousand persons	9	38	7	3		5
II Manufacturers employing between five hundred and one thousand persons	3	23	2			2
III Manufacturers employing between 250 and five hundred persons		2				
IV Non manufacturers employing over 250 persons	9	20	3	1	1	2
Total*	21	83	12	4	1	9
Per cent of 149 companies	26.9	55.7	8.1	2.7	.6	6.0

Source: Original questionnaires and eight personal interviews
Question No. 2

* Only 130 companies answered this question so it could be tabulated according to above breakdown.

Number of Assignments

Table III⁴ gives a picture of how many assignments are processed monthly by the companies included in this survey. This table, and the preceeding table, show that many more assignments are received monthly than are garnishments. Table III shows that with assignments as with garnishments the one to five group is the largest.

Magnitude of Problem

Fifty-nine companies according to table IV⁵ consider the number of garnishments and assignments they process each month to be a problem. Since many of those companies receive only one to five garnishments and assignments per month we can assume that the number of garnishments relative to the number of employees does not necessarily make it a problem but rather the time and trouble of handling just one can make it a problem.

Some companies pointed out that it was a nuisance to have to handle these collection instruments and that it could be expensive when production was out and time lost because an employee might have to be given time off to obtain a release.

The majority of companies in the Chicago Metropolitan

4 Table III, 13.

5 Table IV, 14.

area, however, do not consider garnishments and assignments a problem in their individual organizations; they are more or less willing to accept a reasonable number of these instruments as a part of the ordinary business routine.

Company Policies

Table V⁶ shows that 32.2 per cent of all companies have a definite discharge policy while 63.8 per cent do not have such a policy. Manufacturers employing over one thousand persons have the largest percentage of company groups answering this question affirmatively.

6 Table V, 15.

TABLE III

THE NUMBER OF ASSIGNMENTS PROCESSED EACH MONTH ACCORDING TO COMPANY GROUP

Company Groups	Number of Assignments					
	Under 1	1 to 5	6 to 11	12 to 16	17 to 21	Over 21
I Manufacturers employing over one thousand persons	2	20	15	5	4	14
II Manufacturers employing between five hundred and one thousand persons	2	16	8	1		3
III Manufacturers employing between 250 and five hundred persons		2				
IV Non Manufacturers employing over 250 persons	5	11	6	2	3	5
Total*	9	49	29	9	7	22
Per cent of 149 companies	22.5	32.8	19.3	6.0	4.7	14.7

Source: Original questionnaires and eight personal interviews
Question No. 2

* Only 125 companies answered this question so it could be tabulated according to above breakdown.

TABLE IV

THE NUMBER OF COMPANIES IN THE SURVEY THAT CONSIDER
GARNISHMENTS AND ASSIGNMENTS A PROBLEM
AND THOSE WHICH DO NOT

Company Groups	Is a problem	Is not a problem	No answer
I Manufacturers employing over one thousand persons	33	32	7
II Manufacturers employing between five hundred and one thousand persons	14	19	
III Manufacturers employing between 250 and five hundred persons		3	
IV Non Manufacturers employing over 250 persons	12	26	3
Total*	59	80	10
Per cent of 149 companies	39.5	53.0	7.5

Source: Returned questionnaires and eight personal interviews
Question No. 3

TABLE V

THE NUMBER OF COMPANIES IN THE SURVEY THAT DO HAVE DISCHARGE
POLICIES FOR EMPLOYEES RECEIVING GARNISHMENTS AND
ASSIGNMENTS AND THOSE THAT DO NOT

Company Groups	Policy	No Policy	No Answer	Total*
I Manufacturers employ- ing over one thousand persons	27	42	3	72
Percentage of total	37.5	58.4	4.1	100.0
II Manufacturers employ- ing between five hun- dred and one thousand persons	12	20	1	33
Percentage of total	36.3	60.7	3.0	100.0
III Manufacturers employ- ing between 250 and five hundred persons	1	2		3
Percentage of total	33.3	66.7		100.0
IV Non manufacturers em- ploying over 250 per- sons	8	31	2	41
Percentage of total	19.5	75.6	4.9	100.0
Total number of companies	48	95	6	149
Per cent of 149 companies	32.2	63.8	4.0	

Source: Returned questionnaires and eight personal interviews
Question No. 7

Recession and Attachment

Many companies in the survey, according to table VI,⁷ have enforced their discharge policies more strictly in the four months of the business decline but there is not a definite tendency on the part of companies to use this period to get rid of the employees involved in wage attachments. Nearly 17 per cent of the large manufacturers and 11 per cent of the non-manufacturers are now more rigid in the enforcement of discharge because of credit involvement. The business decline has not really hit non-manufacturers, but it has eased the chronic shortage of workers in the service industries and thus made it possible for the companies to rid themselves of the serious offenders.

Employee Groups

Table VII⁸ shows that a larger proportion of married, unskilled workers than of any other group receive garnishments and assignments. In looking at this table it must be remembered that question eleven of the questionnaire called for more than one answer, therefore the total number of companies will exceed 149.

Looking at this table we see that seventy-nine companies out of 149 find employees in the unskilled group receive most

7 Table VI, 18.

8 Table VII, 19.

wage attachments. Several of the other answers follow from this because unskilled people are usually poorly paid and of a different race or foreign born.

TABLE VI

THE NUMBER OF COMPANIES IN THE SURVEY THAT HAVE ENFORCED
THEIR DISCHARGE POLICIES MORE RIGIDLY IN
THE PAST FOUR MONTHS

(October 1, 1953 to February 1, 1954)

Company Group	More enforcement	No change in enforcement	No answer	Total
I Manufacturers employ- ing over one thousand persons	12	45	15	72
Percentage of total	16.6	62.5	20.9	100.0
II Manufacturers employ- ing between five hun- dred and one thousand persons	4	28	1	33
Percentage of total	12.2	84.8	3.0	100.0
III Manufacturers employ- ing between 250 and five hundred persons		3		3
Percentage of total		100.0		100.0
IV Non manufacturers em- ploying over 250 per- sons	5	23	13	41
Percentage of total	11.4	56.9	31.7	100.0
Total number of companies	21	99	29	149
Per cent of 149 companies	14.0	66.6	19.4	

Source: Returned questionnaires and eight personal interviews
Question No. 9

TABLE VII

THE NUMBER OF COMPANIES IN THE SURVEY THAT FIND EMPLOYEES
RECEIVING GARNISHMENTS AND ASSIGNMENTS
FALL INTO CERTAIN GROUPS

Company Groups	Skilled	Semi-skilled	Un-skilled	Racial	Married	Single	Salary classification	No certain group	No answer
I Manufacturers employing over one thousand persons	1	18	42	25	29	6	20	17	5
II Manufacturers employing between five hundred and one thousand persons	4	5	16	16	12	3	4	9	
III Manufacturers employing between 250 and five hundred persons	1	1	2	2	2	1	1		
IV Non manufacturers employing over 250 persons	1	5	19	15	13	12	12	12	3
Total Number of Companies	7	29	79	48	56	22	37	38	8
Per cent of Total Companies	2.1	8.9	24.3	14.8	16.9	6.7	11.4	11.7	3.2

Source: Returned questionnaires and eight personal interviews
Question No. 11

CHAPTER III

MANUFACTURING COMPANIES EMPLOYING OVER ONE THOUSAND PERSONS

This chapter goes into a detailed analysis of the survey findings for manufacturers employing over one thousand persons. Through the use of tables, the reader will get an accurate picture of how these companies answered each question.

Returned Questionnaires

Table VIII¹ shows that of the ninety-five questionnaires mailed to this group, sixty-six answers were received; a percentage of 69.48 responses.

The food and electrical industries account for 31.4 per cent of the total of sixty-six answers. In addition to material from the sixty-six questionnaires, further information was secured through six personal interviews.

Number of Employees

Table IX² gives the number of employees represented in this group, including those from the six companies personally

1 Table VIII, 22.

2 Table IX, 23.

interviewed. Only sixty-six companies are listed rather than seventy-two (combination of mail survey and personal interviews), because six companies failed to answer this question on the returned questionnaires.

The total number of employees in certain industries is less than one thousand per company; i.e. the furniture industry. Many companies have plants outside of the Chicago Metropolitan area, and this survey requested only the number of employees in the Chicago area. Also many companies did not have the same number of employees in February, 1954, as when the Directory list was drawn up in 1953.

The chemical and electrical industries have the largest number of employees represented in this group with a combined total of 36,925 persons; 35.1 per cent of the total number of employees covered. The furniture industry represents only 2.6 per cent of the total employees included.

TABLE VIII

MANUFACTURING COMPANIES, EMPLOYING OVER ONE THOUSAND
PERSONS, THAT WERE STUDIED

Number of Companies

Type of Industry	Mailed questionnaires	Answered questionnaires	Per cent of answers
Chemical	6	6	100.0
Food	14	10	71.43
Furniture and Wood	4	3	75.00
Primary Metals	8	5	62.50
Fabricated Metals	8	4	50.00
Machinery	8	6	75.00
Electrical	16	11	68.75
Transportation Equip.	5	3	60.00
Textiles	9	6	66.66
Paper	2	0	
Printing	8	8	100.0
Leather	1	0	
Miscellaneous	6	4	66.66
Total	95	66	69.48
Personal Interviews*		6	100.0
Group Total	101	72	71.2

Source: Returned Questionnaires and Personal Interviews

* Covered one chemical, one machinery, three electrical and one transportation equipment manufacturer.

TABLE IX

NUMBER OF EMPLOYEES REPRESENTED IN SURVEY
OF MANUFACTURERS EMPLOYING OVER
ONE THOUSAND PERSONS IN
EACH INDUSTRY

Type of Industry	Number of companies	Number of employees	Per cent of total
Chemical	6	15,670	14.8
Foods	9	11,606	11.3
Furniture and Wood	3	2,900	2.6
Primary Metals	5	7,550	7.2
Fabricated Metals	4	6,819	6.5
Machinery	6	9,050	8.6
Electrical	10	21,258	20.2
Transportation Equipment	3	5,000	4.7
Textiles	6	8,900	8.5
Paper			
Printing	5	13,000	12.3
Leather			
Miscellaneous	3	3,500	3.3
Total	60*	105,253	100.0
Personal Interviews	6	74,086	100.0
Group Total	66	179,339	100.0

Source: Returned Questionnaires and Personal Interviews.
Question No. 1

* Six other companies failed to answer this question.

Number of Garnishments

Table X³ gives the approximate number of garnishments processed each month by the companies represented in this group.

Of all the companies in this group 52.7 per cent processed approximately one to five garnishments per month compared with 6.9 per cent that process over twenty-one per month.

Thirteen and eight tenths per cent of the companies did not answer question two.

Number of Assignments

Table XI⁴ is the same as table X in form but is concerned with assignments. Most companies process between one and five assignments per month. In fact 27.2 per cent of all the companies answering this question are found in the one to five group. However, there are more companies receiving over twenty-one assignments per month than there are companies receiving over twenty-one garnishments per month. It is very evident then that wage assignments are more frequently used by creditors than are garnishments. However, two companies stated that they get an equal number of each per month and one company stated that they average twenty-one garnishments to zero assignments.

Fifteen companies gave both, a specific number of

3 Table X, 27.

4 Table XI, 28.

garnishments and a specific number of assignments. From these totals the author concluded that they have an average of 4.3 per cent assignments to every garnishment. Of the two companies listed in the under one per month column, one lists from zero to five each month and the other states less than two a year.

Magnitude of Problem

Table XII⁵ shows the number of companies that consider the amount of garnishments and assignments received each month a problem.

Forty-four and four-tenths per cent of the companies in this group do not consider the number of attachments they process, in proportion to the number of their employees, as constituting a problem.

The machinery industry has the largest percentage of companies that consider the number they receive as a problem. In the textile industry we find the companies evenly divided.

One food company said that the garnishments and assignments are not necessarily a problem but that they are most certainly a nuisance. A textile company feels that they are not a major problem but when time is lost and production is cut then it is a problem. A Printing company official states that he con-

5 Table XII, 29.

siders each one a problem regardless of the number of employees.

All of the negative answers to this question can not be attributed to companies receiving few garnishments and assignments per month. Eight companies that do not consider these instruments a problem are listed under those receiving six to eleven garnishments and assignments in Table X and XI, and two are listed in these same tables as receiving twelve to sixteen per month. However, no company receiving over twenty-one of these instruments each month did not consider this a problem.

TABLE X

WAGE GARNISHMENTS PROCESSED EACH MONTH AND NUMBER OF
COMPANIES REPRESENTED IN EACH GROUP

Type of Industry	Number of Companies						No Answer
	Under 1	1 to 5	6 to 11	12 to 16	17 to 21	Over 21	
Chemical	.	3	2	1			
Foods	1	7					2
Furniture and Wood		3					
Primary Metals	1	2	1				1
Fabricated Metals		2	1	1			
Machinery	2	3				1	
Electrical	1	7	1				2
Transportation Equip.		2	1				
Textiles	3	2	1				
Paper							
Printing	1	4					3
Leather							
Miscellaneous		2					2
Total	9	37	7	2		1	10
Personal Interviews		1		1		4	
Group Total (72)	9	38	7	3		5	10
Per cent of all Companies	12.5	52.7	9.7	4.4		6.9	13.8

Source: Returned Questionnaires and Personal Interviews
Question No. 2

TABLE XI

WAGE ASSIGNMENTS PROCESSED EACH MONTH AND NUMBER OF
COMPANIES REPRESENTED IN EACH GROUP

Number of Companies

Type of Industry	Under 1	1 to 5	6 to 11	12 to 16	17 to 21	Over 21	No Answer
Chemical			3			1	2
Food		2	1	1		3	3
Furniture and Wood		2		1			
Primary Metals	1	2	1				1
Fabricated Metals		1	1		1		1
Machinery		2	3				1
Electrical		2	2	3	3		1
Transportation Equip.		1	1			1	
Textiles		3	2			1	
Paper							
Printing	1	1	1			2	3
Leather							
Miscellaneous		4					
Total	2	20	15	5	4	8	12
Personal Interviews						6	
Group Total	2	20	15	5	4	14	12
Per cent of all Companies	2.7	27.2	20.8	6.8	5.5	19.4	16.6

Source: Returned Questionnaires and Personal Interviews
Question No. 2

TABLE XII

MANUFACTURING COMPANIES THAT DO CONSIDER GARNISHMENTS AND ASSIGNMENTS A
PROBLEM AND THOSE COMPANIES WHICH DO NOT

Type of Industry	Number of Companies					
	Is a problem		Not a problem		No answer	
	Number	Per cent	Number	Per cent	Number	Per cent
Chemical	2	33.3	4	66.7		
Food	3	30.0	5	50.0	2	20.0
Furniture and Wood			3	100.0		
Primary Metals	3	60.0	2	40.0		
Fabricated Metals	1	25.0	3	75.0		
Machinery	4	66.7	2	33.3		
Electrical	5	45.5	5	45.5	1	9.0
Transportation Equipment	1	33.3	1	33.3	1	33.4
Textiles	3	50.0	3	50.0		
Paper						
Printing	4	50.0	1	12.5	3	37.5
Leather						
Miscellaneous	1	25.0	3	75.0		
Total	27		32		7	
Personal Interviews	6					
Group Total	33		32		7	
Per cent of all Companies	45.8		44.4		9.8	

Source: Returned Questionnaires and Personal Interviews
Question No. 3

Unions

From questions four and five⁶ it was found that 66.6 per cent of all the companies in this group do deal with a union representing their employees and 26.3 per cent do not have a union. Seven and one-tenth per cent of the companies did not answer this question.

In only one agreement, in the electrical industry, is there a clause covering garnishments and assignments. This reads to the effect that disciplinary action including discharge will be taken for violation of the following rule; garnishments and frequent assignment of wages. However, the union does not define the word "frequent".

Communication

The results of question number six⁷ tell us how companies inform their employees as to the company policy covering garnishments and assignments.

Only twenty-five of the seventy-two companies answered this question affirmatively.

One chemical company informs their employees by calling the person into the office after receipt of a garnishment or assignment and reads to him the company policy from a policy book.

6 Appendix III

7 Ibid.

Another chemical company uses bulletins, supervisor employee meetings and personal interviews with the employee by members of the personnel relations department. This company employs nearly 2,300 people and receives on the average only one garnishment and five assignments a month. A food company has the personnel division inform newly hired employees of its wage attachment policy. Many companies use a handbook to inform employees of the company policy on garnishments and assignments. One such company is a printing organization that has the following in their handbook:

It is well to avoid wage assignments and garnishments. The Personnel Department will be glad to advise you on how to avoid them. Get the facts before you sign any papers. In the event of a wage assignment or garnishment the law of the State of Illinois requires the company to hold for the creditor from 25% to 100% of all money due an employee. Repeated wage assignments or garnishments may lead to discipline including discharge.⁸

A large machinery company uses a pamphlet to describe to the employee what these instruments are, and how they may affect them and the company's feeling toward them.⁹

Most companies, that have rule booklets, have a section on garnishments and assignments designed to discourage the em-

⁸ Handbook of W. F. Hall Printing Company, Your Job and Your Company, Dec., 1952.

⁹ Credit Buying Pamphlet of Foote Bros. Gear and Machine Corporation, Oct. 1, 1953.

ployee from becoming involved.

Many companies stated that they do not inform employees about their policy until after a garnishment is received.

Company Policies

Table XIII¹⁰ shows that only 37.5 per cent of the seventy-two companies asked question seven have a definite policy for discharging employees receiving garnishments and assignments and 52.8 per cent state that they do not have such a policy.

Many companies which do not have a formal policy, prefer to handle each case individually. The policies of companies vary widely. A food company, for example, gives a warning notice on the first two or three instruments received, three days off for four or five assignments, and discharges the employee after he has received six to eight of these credit instruments. Six companies discharge employees after their second wage attachment; one company after the fourth; six companies discharge after the third, and one company allows five before discharge. One company discharges after the sixth paper is served, another not until after the seventh.

Many companies have a policy that states "after repeated offenses the employee shall be discharged." Because the

10 Table XIII, 36.

meaning of "repeated" is not spelled out the policy can be applied differently to each individual employee.

Almost all companies that discharge after the third offense follow this pattern. First offense gets a warning, second offense the employee is given time off from his job to get a release and on the third offense, he is discharged.

A large primary metals company has two separate policies, one for salaried employees and one for hourly employees. The reply from this company states:

Hourly personnel must only receive three assignments or garnishments since first of year before discharge. Salary personnel must have a release before pay day or he is discharged. Have not discharged salary person in over seven years since this plan went into effect. Hourly personnel is another problem and had to cut them down to three only.¹¹

Another primary metals company spells out its policy as follows:

First valid wage assignment or garnishment action-corrective interview with unit Foreman.

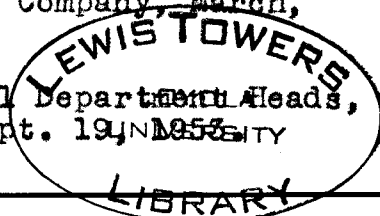
Second valid wage assignment or garnishment action-corrective interview with Department Foreman.

Third valid wage assignment or garnishment action-employee is subject to five day suspension and dismissal.¹²

A large electrical company states that they have yet to discharge anyone for a garnishment or assignment. The

¹¹ Questionnaire of Reynolds Metal Company, March, 1954.

¹² Personnel Department Memo To All Department Heads, Aluminum Company of America, R. T. George, Sept. 19, 1953.



personnel director of a large transportation equipment industry indicates a problem solving approach to the problem when he says:

I have handled a large number of Wage and Garnishment cases over a period of twenty years, and prefer to handle these matters as strictly personal in nature. . . . To establish a program whereby after a number of assignments or garnishments, it would govern the person's employment with the company is not correcting a condition. If a person has a good record for a considerable number of years and suddenly becomes involved in debt, involving legal channels, he certainly should be given more consideration than the new employee. . . .¹³

Recession and Attachment

The ninth question was designed to test the theory that companies are inclined to tighten up on discharge policies during periods of business decline in order to weed out the least desirable employees.

Table XIV¹⁴ shows that twelve companies are now enforcing their policies more stringently. However, the business decline has not influenced forty-five companies in this direction. Many companies that answered this question negatively, do not have a definite policy.

The chemical and furniture industries have the highest percentage of yes answers, while the food and textile industries

¹³ Statement of M. W. Nelson, Personnel Director, Arnold Schwin Company.

¹⁴ Table XIV, 37.

show a high percentage of negative answers.

The fact that 44.4 per cent of the twenty-seven companies that have a policy, are enforcing them more strictly in this period of a slight business decline is an indication that this theory has some validity.

Department Heads and Policy

Only six companies in this group report that they have difficulty in getting department heads and foremen to administer company policy. Forty-seven companies answered negatively and nineteen companies did not answer this question.

TABLE XIII

MANUFACTURING COMPANIES THAT DO HAVE DISCHARGE POLICIES FOR EMPLOYEES
RECEIVING GARNISHMENTS AND ASSIGNMENTS AND
THOSE COMPANIES WHICH DO NOT

Number of Companies

Type of Industry	Have a policy		Do not have policy		No answer	
	Number	Per cent	Number	Per cent	Number	Per cent
Chemical	2	33.3	4	66.7		
Food	5	50.0	4	40.0	1	10.0
Furniture and Wood	1	33.3	2	66.7		
Primary Metals	3	60.0	2	40.0		
Fabricated Metals	1	25.0	3	75.0		
Machinery	2	33.3	4	66.7		
Electrical	4	36.3	6	55.5	1	8.2
Transportation Equip.	2	66.7	1	33.3		
Textiles			6	100.0		
Paper						
Printing	3	37.5	4	50.0	1	12.5
Leather						
Miscellaneous	2	50.0	2	50.0		
Total	25		38		3	
Personal Interviews	2		4			
Group Total	27		42		3	
Per cent of all Companies	37.5		58.2		4.3	

Source: Returned Questionnaires and Personal Interviews
Question No. 7

TABLE XIV

**MANUFACTURERS THAT HAVE ENFORCED THEIR DISCHARGE POLICIES
MORE RIGIDLY IN THE PAST FOUR MONTHS**

(October, 1953 to February, 1954)

Number of Companies						
Type of Industry	More enforcement		No change in enforcement		No answer	
	Number	Per cent	Number	Per cent	Number	Per cent
Chemical	3	50.0	3	50.0		
Food	1	10.0	8	80.0	1	10.0
Furniture and Wood	1	33.3	2	66.7		
Primary Metals	1	20.0	3	60.0	1	20.0
Fabricated Metals	1	25.0	3	75.0		
Machinery	1	16.6	4	66.8	1	16.6
Electrical	2	18.1	3	27.2	6	54.7
Transportation Equip.			2	66.7	1	33.3
Textiles			6	100.0		
Paper						
Printing	1	12.5	5	62.5	2	25.0
Leather						
Miscellaneous			3	75.0	1	25.0
Total	12		42		13	
Personal Interviews	1		3		2	
Group Total	13		45		15	
Per cent of all companies	16.6		62.5		10.9	

Source: Returned Questionnaires and Personal Interviews
Question No. 9

Credit Unions

Question number ten was designed to find out how many of the companies surveyed have a credit union for their employees and to see if there is any relationship between the presence of a credit union and the problem of garnishments and assignments. Also to see if there is any negative correlation between a credit union and few assignments each month. Thirty-four companies (47.2) have a credit union.

The writer totaled the specific number of garnishments and assignments stated by twenty companies. Of these, ten companies have a credit union and ten do not. The companies that have a credit union have a total of twenty one garnishments and seventy five assignments while there are twenty nine garnishments and 127 assignments for those companies which do not. This of course does not present a valid picture because of a variance in the number of people employed by the companies in each group, however the difference is small. The number of employees for the companies without a credit union is 21,522 persons and for the companies with a credit union 19,912 persons.

Employee Groups

Table XV¹⁵ shows the skill, racial and salary groups into which employees receiving garnishments and assignments can

15 Table XV, 41.

be classified.

Only one company finds that employees receiving credit instruments fall into the skilled group. This company is in the printing industry which employs a great many skilled workers. Most employees receiving assignments fall into the unskilled class, which is the group with the lowest wage. Many more married persons than single are involved in assignments and garnishments. Twenty-five companies find that there is a relationship between race and credit involvement. Twenty companies find that employees fall into certain salary classifications.

Eight companies definitely state that it is a Negro problem and one specifically states that it is 90 per cent Negro. One company feels that it is to be charged against Negroes, Mexicans and southern whites. All the other companies that find it is a racial problem do not specify any certain race.

In regard to salary classification, nine companies gave a specific salary range in which employees fall. Two companies state that the salary is \$75.00 per week or under, one company states \$75.00 to \$90.00 per week, another company states \$60.00 to \$80.00 per week and the last company states \$250.00 to \$300.00 per month. Four of the interviewed companies stated the range as \$3,000.00 to \$4,000.00 per year.

One company states:

This industry pays its employees on a direct piece-work basis and is also highly seasonal. We have found that we receive more assignments during our slow season than otherwise. Apparently people buy on credit when they are earning well and then are caught short during a slack period.¹⁶

16 Questionnaire of B. Kuppenheimer Company, March, 1954.

TABLE XV

MANUFACTURERS THAT FIND EMPLOYEES RECEIVING GARNISHMENTS
AND ASSIGNMENTS FALL INTO CERTAIN GROUPS

Number of Companies

Type of Industry	Skilled	Semi skilled	Un-skilled	Racial	Married	Single	Salary classification	No certain group	No answer
Chemical		2	3	2	3		2	2	
Food		2	5	3	3		4	3	1
Furniture and Wood		1	2	1	2			1	
Primary Metals			3	2	1		1	1	
Fabricated Metals			2	2	1			2	
Machinery		3	6	3	3	2	2		
Electrical		2	5	3	3	1	1	3	2
Transp. Equipment		2	3	1	2		1		
Textiles			3	4	2		1	2	
Paper									
Printing	1	1	3	1	3	1	2	2	2
Leather									
Miscellaneous		2	3		1		1	1	
Total	1	15	38	22	24	4	15	17	5
Personal Interviews		3	4	3	5	2	5		
Group Total	1	18	42	25	29	6	20	17	5

Source: Returned Questionnaires and Personal Interviews
Question No. 11

Additional Information of Personal Interviews

During the personal interviews, additional material was secured regarding the handling of wage assignments. In five of the six companies, garnishments and assignments are handled by personnel department members. The other company has its legal department handle credit cases.

All six companies said that garnishments and assignments received are not kept in the permanent record of the employees but counted only to apply their policy. One company keeps a record of garnishment judgements.

Each of the companies reported that they would not tell new employers about the credit problems of the employee unless specifically asked this question.

The spokesman of one company stated that the cost of processing garnishments and assignments goes into five figures.

CHAPTER IV

MANUFACTURING COMPANIES EMPLOYING BETWEEN FIVE HUNDRED AND ONE THOUSAND PERSONS

Returned Questionnaires and Number of Employees

Table XVI¹ shows that sixty-six questionnaires were mailed to companies in the five hundred to a thousand group and thirty-three answers were received.

The largest number of questionnaires (over one-half of all the replies) were received from the food industry, which includes three candy companies, three baking companies and one packing house. Table XVII² shows that 21,147 employees are represented in this group of smaller manufacturing companies.

Number of Garnishments

Table XVIII³ shows the number of garnishments processed each month by the companies in each industry. Most companies process one to five garnishments per month, with only 6.1 per cent of thirty three companies processing over twenty one a month.

1 Table XVI, 45.

2 Table XVII, 46.

3 Table XVIII, 47.

All three companies which are found in the first column gave a yearly figure which is less than one a month.

The food company which processes over twenty-one gave a specific figure of approximately forty per month. This is a high figure for garnishments in a company employing seven hundred people. This could be interpreted to mean that approximately 5.7 per cent of their employees are involved in garnishment proceedings each month.

Number of Assignments

Table XIX⁴ lists the number of assignments processed each month by companies in this group. As was true of the garnishments, the largest number of companies process from one to five assignments per month. However, two food companies process over twenty-one per month. One food organization which is a biscuit company, processes about twenty-eight assignments and has only five hundred employees. This means that approximately 5.6 per cent of the employees are involved in assignments per month.

4 Table XIX, 48.

TABLE XVI

MANUFACTURING COMPANIES, EMPLOYING BETWEEN FIVE HUNDRED AND ONE THOUSAND PERSONS, THAT WERE STUDIED

Type of Industry	Number of Companies		
	Mailed questionnaires	Answered questionnaires	Per cent of answers
Chemical	8	4	50.00
Food	13	7	53.84
Furniture and Wood	5	1	20.00
Primary Metals	5	1	20.00
Fabricated Metals	9	5	55.55
Machinery	6	3	50.00
Electrical	5	3	60.00
Instruments	3	1	33.33
Textiles	3	3	100.00
Paper	6	3	50.00
Printing	2	1	50.00
Leather	1	1	100.00
Total	66	33	50.00

Source: Returned Questionnaires and Correspondence

TABLE XVII

NUMBER OF EMPLOYEES REPRESENTED IN SURVEY OF MANUFACTURERS
EMPLOYING BETWEEN FIVE HUNDRED AND ONE THOUSAND
PERSONS IN EACH INDUSTRY

Type of Industry	Number of companies	Number of employee ^s	Per cent of total
Chemical	4	1,400	6.6
Food	7	4,052	19.2
Furniture and Wood	1	1,200*	5.6
Primary Metals	1	500	2.3
Fabricated Metals	5	3,265	15.5
Machinery	3	2,230	10.6
Electrical	3	2,125	10.0
Instruments	1	1,000	4.8
Textiles	3	2,825	13.4
Paper	3	1,750	8.3
Printing	1	200**	.9
Leather	1	600	2.8
Total	33	21,147	100.0

Source: Returned Questionnaires and Correspondence
Question No. 1

* National

** Only two hundred in the Chicago area

TABLE XVIII

WAGE GARNISHMENTS PROCESSED EACH MONTH AND NUMBER OF
COMPANIES REPRESENTED IN EACH GROUP

Type of Industry	Under 1	1 to 5	6 to 11	12 to 16	17 to 21	Over 21	No answer
Chemical		4					
Food	1	4				1	1
Furniture and Wood						1	
Primary Metals			1				
Fabricated Metals	1	3					1
Machinery	1	2					
Electrical		2					1
Instruments	1						
Textiles		2	1				
Paper		3					
Printing		1					
Leather		1					
Total	3	23	2			2	3
Per cent of all companies	9.1	69.6	6.1			6.1	9.1

Source: Returned Questionnaires and Correspondence
Question No. 2

TABLE XIX

WAGE ASSIGNMENTS PROCESSED EACH MONTH AND NUMBER OF
COMPANIES REPRESENTED IN EACH GROUP

Number of Companies							
Type of Industry	Under 1	1 to 5	6 to 11	12 to 16	17 to 21	Over 21	No answer
Chemical	1	2	1				
Food	1	3		1		2	
Furniture		1					1
Primary Metals							
Fabricated Metals		2	3				
Machinery		2	1				
Electrical		2	1				
Instruments							1
Textiles		1	1			1	
Paper		1	1				1
Printing		1					
Leather		1					
Total	2	16	8	1		3	3
Per cent of all Companies	6.2	48.4	24.2	3.0		9.1	9.1

Source: Returned Questionnaires and Correspondence
Question No. 2

Magnitude of Problem

Table XX⁵ shows that 57.6 per cent of the thirty three companies in this group do not consider wage attachments a problem. It is interesting to note that the textile companies are unanimously agreed that the wage-hold orders they receive each month are certainly a problem.

Two companies report that they consider garnishments and assignments as minor problems. One of these companies states that there are personnel problems far more important.

Of the fourteen companies answering "yes" to this question, only seven have a definite discharge policy.

Unions

As we found in the larger manufacturing companies garnishment and assignment subjects have not found their way into any of the eighteen union contracts reported for this group.

5 Table XX, 50.

TABLE XX

MANUFACTURING COMPANIES THAT DO CONSIDER GARNISHMENTS AND ASSIGNMENTS A
PROBLEM AND THOSE COMPANIES WHICH DO NOT

Type of Industry	Number of Companies					
	Is a problem		Not a problem		No answer	
	Number	Per cent	Number	Per cent	Number	Per cent
Chemical	2	50.0	2	50.0		
Food	2	28.5	5	71.5		
Furniture and Wood	1	100.0				
Primary Metals	1	100.0				
Fabricated Metals	1	20.0	4	80.0		
Machinery	1	33.3	2	66.7		
Electrical			3	100.0		
Instruments			1	100.0		
Textiles	3	100.0				
Paper	2	66.7	1	33.3		
Printing			1	100.0		
Leather	1	100.0				
Total	14		19			
Per cent of all companies	42.4		57.6			

Source: Returned Questionnaires and Correspondence
Question No. 3

Communication

In this group of manufacturers like the big company manufacturers, the methods used to inform employees of the company policies on wage attachments vary from rule books to verbal instruction. The breakdown is as follows: bulletins, five companies; rules, seven companies; directories, two companies; pamphlets, one company; foremen instruction, one company; personnel department (when hired), five companies: editorials in weekly organ, one company; and verbally (when garnishment or assignment is received), six companies.

Company Policies

Table XXI⁶ shows that only 36.3 per cent, (twelve companies) of the thirty-three companies in this group, have a definite discharge policy for chronic offenders. Six of the twelve discharge after the third offense, three after the second offense, and two after the fourth offense. The twelfth company has a policy but it is not enforced. All of the above companies discharge employees only if the number of offenses mentioned occur within any twelve month period (calendar year).

One of the companies that discharges after four assignments or garnishments uses the following steps in their correc-

6 Table XXI, 53.

tive discipline: first and second offense, a warning is issued; third offense, one week layoff; fourth offense, discharge. This company makes fabricated metal products and has approximately six hundred employees.

Department Heads and Policy

Most of the thirty-three companies stated that garnishments and assignments were the concern of the personnel department and not of the department head. However, five companies state that they do have difficulty in getting their foremen to apply policies against offenders of garnishments and assignments.

Recession and Attachment

From table XXII⁷ we see that only 12.2 per cent of the thirty-three companies have enforced their discharge policies more rigidly since business entered a period of decline. One company said that they do not consider discharge as a means of fostering good personnel relations.

7 Table XXII, 54.

TABLE XXI

MANUFACTURING COMPANIES THAT DO HAVE DISCHARGE POLICIES FOR EMPLOYEES
RECEIVING GARNISHMENTS AND ASSIGNMENTS AND
THOSE COMPANIES WHICH DO NOT

Type of Industry	Number of Companies					
	Have a policy		Do not have policy		No answer	
	Number	Per cent	Number	Per cent	Number	Per cent
Chemical			4	100.0		
Food	4	57.1	2	28.5	1	100.0
Furniture and Wood	1	100.0				
Primary Metals			1	100.0		
Fabricated Metals	2	40.0	3	60.0		
Machinery			3	100.0		
Electrical	2	66.7	1	33.3		
Instruments			1	100.0		
Textiles	1	33.3	2	66.7		
Paper	2	66.7	1	33.3		
Printing			1	100.0		
Leather			1	100.0		
Total	12		20		1	
Per cent of all Companies	36.3		60.6		3.1	

Source: Returned Questionnaires and Correspondence
Question No. 7

TABLE XXII

MANUFACTURERS THAT HAVE ENFORCED THEIR DISCHARGE POLICIES
MORE RIGIDLY IN THE PAST FOUR MONTHS

(October, 1953 to February, 1954)

Type of Industry	Number of Companies					
	More enforcement		No change in enforcement		No answer	
	Number	Per cent	Number	Per cent	Number	Per cent
Chemical	1	20.0	3	60.0	1	20.0
Food	2	33.3	4	66.7		
Furniture and Wood			1	100.0		
Primary Metals			1	100.0		
Fabricated Metals			5	100.0		
Machinery			3	100.0		
Electrical			3	100.0		
Instruments			1	100.0		
Textiles	1	33.6	2	66.7		
Paper			3	100.0		
Printing			1	100.0		
Leather			1	100.0		
Total	4		28		1	
Per cent of all Companies	12.2		84.8		3.0	

Source: Returned Questionnaires and Correspondence
Question No. 9

Credit Union

Only fourteen of the companies in this group stated that their employees have access to a credit union. Of this number two companies report that the unions maintain the credit union for employees.

Employee Groups

Table XXIII⁸ tells us that sixteen companies find unskilled employees, of certain racial groups receive the largest proportion of garnishments and assignments.

One company spokesman answers the question by stating that garnishment knows no color prejudice. Another company states that the problem is the same for both white and colored.

Two companies find the problem with the Mexicans and Puerto Ricans workers as much as with the Negroes. The controller of a company says "unskilled and mostly colored people buy more than they can pay for".

Most companies agree that employees receiving assignments and garnishments are usually hourly paid employees in the lower income groups. Two companies, in this group, list the income bracket of employees as the \$50.00 to \$60.00 per week classification. However, one company states that the biggest offenders are the well-paid workers.

TABLE XXIII

MANUFACTURERS THAT FIND EMPLOYEES RECEIVING GARNISHMENTS
AND ASSIGNMENTS FALL INTO CERTAIN GROUPS

Number of Companies

Type of Industry	Skilled	Semi skilled	Un-skilled	Racial	Married	Single	Salary classification	No certain group	No answer
Chemical	1	1		3	1		1	1	
Food			3	3	3	1		2	
Furniture and Wood			1	1	1				
Primary Metals	1	1	1	1	1				
Fabricated Metals	1	1	4	4	3	2	1		
Machinery			1	1	1		2		
Electrical		1	3		1		1		
Instruments		1	1						
Textiles			1	2	1		1	1	
Paper			1	1			2		
Printing								1	
Leather	1								
Total	4	5	16	16	12	3	4	9	

Source: Returned Questionnaires and Correspondence
Question No. 11

CHAPTER V

MANUFACTURING COMPANIES EMPLOYING BETWEEN 250 AND FIVE HUNDRED PERSONS

The writer canvassed a few companies from this group in order to have every important industry in the Chicago area represented in this survey.

Returned Questionnaires

From this group the author sent questionnaires to four brewing companies, three packing house companies, and one electrical manufacturing company (a well known appliance manufacturer). From these eight companies only three questionnaires were returned to the writer. The three responses were from brewing companies.

Number of Employees and Attachments

The number of employees represented by these three companies total 840 persons, in the Chicago Metropolitan area. Two of the companies receive from one to five garnishments and one to five assignments each month. The third company states that it processes less than one per month.

Magnitude of Problem

All three companies feel that the number of garnishments and assignments they receive each month does not constitute a problem.

Unions

The three companies state that part of their employees are covered by a union. Two specifically state that plant employees are completely covered while office employees are not represented. The union contract does not cover the subject of garnishments or assignments in any of the three plants.

Communication and Company Policies

Only one of the three breweries has a discharge policy for employees becoming involved in garnishment and assignment processes and this company informs each employee of the policy on the day he is hired and it is used rather arbitrarily depending on circumstances. Another company tries to aid their employees in overcoming the difficulties, but if the employee continues to become involved then he is asked to clear them up or to leave the company.

Department Heads and Policy

Two of the three companies have a credit union which this writer feels is certainly a good reason why the number of

assignments received each month is so low. Though two companies state that they receive from one to five credit instruments a month they also state that some months they receive none.

Employee Groups

Two of the three companies find that employees receiving assignments fall into the unskilled group of workers. The third company states that the skilled and semi skilled employees also are involved.

One company thinks the problem affects white and colored equally; the two others state that it is certainly a racial problem.

One brewery finds an equal proportion of single and married employees get into credit difficulties, while another states that it is predominantly a married-employee problem.

Employees are usually in the \$75.00 a week bracket, one company states, while another finds wage attachments affects all ranges of income.

Each of the three breweries has a different official process garnishments and assignments: the personnel director, the assistant secretary, and the controller.

CHAPTER VI

NON MANUFACTURING COMPANIES EMPLOYING OVER 250 PERSONS

Returned Questionnaires

Sixty-three questionnaires were mailed to non manufacturing companies and thirty-nine answers were received for a 61.9 percentage. Table XXIV¹ shows the types of non manufacturing industries that were covered. Department and specialty stores include a large clothing company and the trucking companies include one freight-forward company. Railroad transportation includes large railroads and small, commuter railroads. Miscellaneous includes fourteen different service companies ranging from a storage company to a parking lot. Only two companies were interviewed personally in this group.

Number of Employees

Table XXV² shows the number of companies that answered the question concerning the number of employees. From the table we see that only thirty-seven companies are listed instead of

1 Table XXIV, 62.

2 Table XXV, 63.

forty-one (combination of mail survey and personal interviews), because four companies failed to answer this question on the returned questionnaires.

The total number of employees covered in this group is 119,969 persons as shown in the table. It is quite possible that this figure includes many employees outside of the Chicago Metropolitan area because for both air transportation and railroad transportation it is very difficult for a company in those industries to specify the number of employees working at any one time in Chicago since so many of them travel constantly. Employees of the railroad and airline industries account for 68.6 per cent of the total number of persons represented in the non manufacturing industries.

Number of Garnishments

Table XXVI³ shows that twenty companies, 48.7 per cent, have from one to five garnishment actions per month, while only two companies have over twenty-one.

Nine companies receive less than one garnishment per month. The one taxi company processes approximately twenty-five garnishments per month and has in the neighborhood of three thousand employees, while one large railroad processes approximately one hundred per month for 21,000 employees.

3 Table XXVI, 64.

TABLE XXIV

NON MANUFACTURING COMPANIES, EMPLOYING OVER 250
PERSONS, THAT WERE STUDIED

Type of Industry	Number of Companies		
	Mailed questionnaires	Answered questionnaires	Per cent of answers
Air Transportation	7	5	71.4
Bank	2	2	100.0
Business Machines	2	1	50.0
Broadcasting	3	2	66.6
Department Store	5	4	80.0
Hotels	3	3	100.0
Insurance	3	2	66.6
Railroad Transportation	9	6	66.6
Restaurants	3	3	100.0
Retail Drugs	3	0	
Taxi	2	2	100.0
Trucking	5	1	20.0
Variety Stores	3	0	
Miscellaneous	13	8	61.5
Total	63	39	61.9
Personal Interviews*		2	100.0
Group Total	65	41	57.7

Source: Returned Questionnaires and Personal Interviews

* Personal Interviews covered one department store and one miscellaneous company.

TABLE XXV

NUMBER OF EMPLOYEES REPRESENTED IN SURVEY OF NON
MANUFACTURERS EMPLOYING OVER 250
PERSONS IN EACH INDUSTRY

Type of Industry	Number of companies	Number of employees	Per cent of total
Air Transportation	5	25,268	24.1
Banking	1	690	.7
Business Machines	1	550	.6
Broadcasting	2	950	.9
Department Store	4	9,400	8.9
Hotels	3	2,400	2.3
Insurance	1	550	.6
Railroad Transportation	6	46,751	44.5
Restaurants	2	870	.8
Retail Drugs			
Taxi	2	5,665	5.4
Trucking	1	150	.1
Variety Stores			
Miscellaneous	7	11,725	11.1
Total	35*	104,969	100.0
Personal Interviews	2	15,000	100.0
Group Total	37	119,969	100.0

Source: Returned Questionnaires and Personal Interviews
Question No. 1

* Four other companies failed to answer this question.

TABLE XXVI

WAGE GARNISHMENTS PROCESSED EACH MONTH AND NUMBER OF
COMPANIES REPRESENTED IN EACH GROUP

Type of Industry	Number of Companies						No Answer
	Under 1	1 to 5	6 to 11	12 to 16	17 to 21	Over 21	
Air Transportation		3	1				1
Banking	1						1
Business Machines		1					
Broadcasting	2						
Department Store		4					
Hotels		3					
Insurance	1	1					
Railroad Transportation	1	2				1	2
Restaurants		1	1				1
Retail Drugs							
Taxi					1	1	
Trucking	1						
Variety Stores							
Miscellaneous	3	4	1				
Total	9	19	3		1	2	5
Personal Interviews		1		1			
Group Total	9	20	3	1	1	2	5
Per cent of all Companies	21.9	48.8	7.4	2.4	2.4	4.9	12.2

Source: Returned Questionnaires and Personal Interviews.
Question No. 2

Number of Assignments

Table XXVII⁴ shows eleven companies (26.9 per cent) process one to five assignments per month. A large restaurant processes between seventeen and twenty-one per month. An airline, an insurance company and a broadcasting company have less than one assignment per month. The total number employed by these three companies exceeds six thousand persons.

Two railroads and two taxi companies account for 545 assignments per month.

Magnitude of Problem

We see in Table XXVIII⁵ that only twelve companies consider the number of garnishments and assignments processed each month constitutes a problem. As might be expected from the numbers mentioned above, airlines, hotels, railroads, and taxi companies think these credit instruments are problems. However, the one hotel answering no has 450 employees and receives one to five garnishments a month. Also of the three railroads that answered "no" one has approximately 3,900 employees and receives seventeen to twenty-one assignments per month; a commuter railroad with 360 employees processes over one assignment per month and the third

4 Table XXVII, 69.

5 Table XXVIII, 70.

with approximately nine hundred employees processes between six and eleven per month. Several companies having more employees and less assignments consider this to be a problem.

Unions

Only two of the twenty-nine companies in this group, whose employees are represented by a union report that dismissal for garnishments and assignments is covered in the union contract. One of these companies is a hotel and the other is a taxi organization. Another hotel states that it has union approval for dismissal for garnishment and assignment of wages.

Communication

Five companies use copies of rules and regulations to inform employees about company policy, two companies use the handbook method, three the bulletin board and six companies tell them orally after the assignment is already received. One airline prints, as part of the employment agreement, the policy on garnishments and assignments. This company reports that the number of wage attachments are negligible. A second airline has the policy printed on the application blank, and a third holds meetings to tell employees the facts on garnishments and assignments and also to tell the company policy in regard to these two things. This company reports no assignments and approximately one garnishment for 250 employees. In contrast, a large railroad company,

which does not tell employees about garnishments and assignments until such liens are received, has a much higher proportion of credit liens per employee than does the airline.

Company Policies

Table XXIX⁶ shows that only one-fifth of the forty-one companies have a discharge policy.

One of the airlines discharges the employee when the case reach court action. They report only one garnishment per month. Another airline discharges the employee after three offenses.

The bank has an unspecified policy against garnishments and assignments and they report a negligible number of proceedings.

One of the railroad companies discharges employees after three or four offenses depending upon the conditions in each case. In their rules and regulations it states that "assignment or attachment of wages may be considered sufficient cause for discharge".

Discharges after three or four offenses reported by one of the taxi companies they feel has not been too much of a success.

A retail food store discharges employees after two

6 Table XXIX, 71.

offenses. They report only two garnishments and four assignments per month for seven thousand employees. Another (miscellaneous) company discharges after one garnishment and three assignments. A third company discharges on first offense for either an assignment or a garnishment. This company states they receive five assignments per month.

Department Heads and Policy

Eight companies state that they have difficulty in getting foremen and supervisors to administer company policy in times of a tight labor market. Of these, three are railroads and two are hotels. In both of these industries, foremen, department heads, and supervisors still have a great deal to do with the administration of company policy, while in other industries the administration of company policy is left almost entirely to the personnel department.

TABLE XXVII

WAGE ASSIGNMENTS PROCESSED EACH MONTH AND NUMBER OF
COMPANIES REPRESENTED IN EACH GROUP

Type of Industry	Number of Companies						No Answer
	Under 1	1 to 5	6 to 11	12 to 16	17 to 21	Over 21	
Air Transportation	1	2		1			1
Banking							2
Business Machines		1					
Broadcasting	1						1
Department Stores		1	1				2
Hotels			2				1
Insurance	1	1					
Railroad Transportation		1	1	1	1	2	
Restaurants			1		1		1
Retail Drugs							
Taxi						2	
Trucking							1
Variety Stores							
Miscellaneous	2	5	1				
Total	5	11	6	2	2	4	9
Personal Interviews					1	1	
Group Total	5	11	6	2	3	5	9
Per cent of all Companies	12.2	26.9	14.6	4.8	7.4	12.2	21.9

Source: Returned Questionnaires and Personal Interviews
Question No. 2

TABLE XXVIII

NON MANUFACTURING COMPANIES THAT DO CONSIDER CARNISHMENTS AND ASSIGNMENTS
A PROBLEM AND THOSE COMPANIES WHICH DO NOT

Type of Industry	Number of Companies					
	Is a problem		Not a problem		No answer	
	Number	Per cent	Number	Per cent	Number	Per cent
Air Transportation	3	60.0	1	20.0	1	20.0
Banking			2	100.0		
Business Machines			1	100.0		
Broadcasting			2	100.0		
Department Stores			4	100.0		
Hotels	2	66.7	1	33.3		
Insurance			2	100.0		
Railroad Transportation	3	50.0	3	50.0		
Restaurants			2	66.7	1	33.3
Retail Drugs						
Taxi	2	100.0				
Trucking			1	100.0		
Variety Stores						
Miscellaneous	1	12.5	6	75.0	1	12.5
Total	11		25		3	
Personal Interviews	1		1			
Group Total	12		26		3	
Per cent of all Companies	29.2		63.4		7.4	

Source: Returned Questionnaires and Personal Interviews
Question No. 3

TABLE XXIX

NON MANUFACTURING COMPANIES THAT DO HAVE DISCHARGE POLICIES FOR EMPLOYEES
RECEIVING CARNISHMENTS AND ASSIGNMENTS AND
THOSE COMPANIES WHICH DO NOT

Type of Industry	Number of Companies					
	Have a policy		Do not have policy		No answer	
	Number	Per cent	Number	Per cent	Number	Per cent
Air Transportation	2	40.0	3	60.0		
Banking	1	50.0	1	50.0		
Business Machines			1	100.0		
Broadcasting			2	100.0		
Department Stores			4	100.0		
Hotels			3	100.0		
Insurance			1	50.0	1	50.0
Railroad Transportation	1	16.6	5	83.4		
Restaurants			2	66.7	1	33.3
Retail Drugs						
Taxi	1	50.0	1	50.0		
Trucking			1	100.0		
Variety Stores						
Miscellaneous	3	37.5	5	62.5		
Total	8		29		2	
Personal Interviews			2			
Group Total	8		31		2	
Per cent of all Companies	19.5		75.6		4.9	

Source: Returned Questionnaires and Personal Interviews
Question No. 7

Recession and Attachment

Only five companies have enforced their policies more rigidly in the four month of the business decline.⁷ The hotel that reports stricter enforcement receives from six to eleven assignments per month for approximately eight hundred employees. The two railroads that report greater enforcement, together receive over three hundred assignments.

These service industries have not been too much affected by production cutbacks and a slacking business. In view of this, five out of eight companies that have a discharge policy should stand out as a significant figure.

Credit Unions

Fifteen companies report that they have a credit union and another company says that they are in the process of forming one for the employees. But in looking at the companies that have a credit union and the number of garnishments and assignments received by these companies, it is hard to see where credit unions help to lessen the problem. One of the large railroads that has a functioning credit union still receives over three hundred assignments per month.

7 Table XXX, 73.

TABLE XXX

NON MANUFACTURERS THAT HAVE ENFORCED THEIR DISCHARGE POLICIES
MORE RIGIDLY IN THE PAST FOUR MONTHS

(October, 1953 to February, 1954)

Type of Industry	Number of Companies					
	More enforcement		No change in enforcement		No answer	
	Number	Per cent	Number	Per cent	Number	Per cent
Air Transportation			5	100.0		
Banking			1	50.0	1	50.0
Business Machines			1	100.0		
Broadcasting					2	100.0
Department Stores			3	75.0	1	25.0
Hotels	1	33.3	2	66.7		
Insurance					2	100.0
Railroad Transportation	2	33.3	3	50.0	1	16.7
Restaurants			1	33.3	2	66.7
Retail Drugs						
Taxi			2	100.0		
Trucking					1	100.0
Variety Stores						
Miscellaneous	2	25.0	3	37.5	3	37.5
Total	5		21		13	
Personal Interviews			2			
Group Total	5		23		13	
Per cent of all Companies	12.5		56.0		31.5	

Source: Returned Questionnaires and Personal Interviews
Question No. 9

Employee Groups

Table XXXI⁸ shows that like the manufacturing companies, service companies too find that employees who become subject to wage attachments are mostly unskilled, of a certain salary classification, of a certain race, and married.

Four companies specify that it is primarily a Negro problem; another that it is found among the colored and the Mexicans.

In the salary classification group, four companies say employees who get into financial difficulties resulting in wage attachments all are in lower income groups. Three department stores report their employees receiving garnishments and assignments are in the \$40.00 to \$60.00 per week classification. Another company reports its employees are in the \$1.50 per hour group (approximately \$60.00 per week). A railroad and another company state that this problem includes all salary classes.

⁸ Table XXXI, 75.

Additional Information of Personal Interviews

In the department store chain, garnishments and assignments are not entered on employee's personnel record. This company also will not mention that an employee has received garnishments and assignments when a reference check is made by a new employer. The department store recognizes a wage assignment immediately and complies with all the requirements as soon as possible. This was described as being necessary due to the large credit business this company does and the number of assignments it sends out against employees of other companies.

In the miscellaneous company, a record is kept in the employee's department, if the department head wants one, and a record of garnishments and assignments is also kept in the legal department. When the employee receives an assignment, he is called in and told about it, then he is given 25.0 per cent of his check and told to go and get a release. He is given the remainder of his check after he brings back a release.

CHAPTER VII

CONCLUSION

From the analysis of each company group as described in the preceeding chapters, we can definitely draw several conclusions.

(1) Although there are several means of informing employees as to the company discharge policy on garnishments and assignments, many companies prefer to state the policy only after a wage attachment is received. Very few companies seem to use explanations of the policy as a means of preventing workers from getting into trouble.

A discharge policy alone, or a method of explaining the policy to employees, is not the solution to the problem. The answer lies in education. By education, this writer means explanations, at meetings, in pamphlets, bulletins, etc., to the employee exactly what a garnishment and assignment is and what the consequences of involvement can be. It is doubtful whether this point of education can be repudiated. In comparing the service companies such as banks, broadcasting stations and insurance organizations, the employees are less likely to become involved than is the factory worker, because they understand the results of

of signing wage assignments and confessions of judgements, whereas many people in factories do not have any idea of what these papers entail. Of course, it is impossible for large companies to give a training in credit to every employee, but they could give out at the time an employee is hired, a pamphlet describing credit instruments in simple terms, and stating the company policy.

The hypothesis stated in the first chapter, that the presence of a discharge policy will in itself lessen the number of garnishments does not hold true, unless the employees understand what those credit collection instruments involve. Companies realize that even if they had a strict discharge policy there would be no let up of wage attachments because the employees would still be ignorant of the effects of signing up for time payments.

Public service pamphlets on this subject are readily obtained from such organizations as the Chicago Bar Association. Many companies do distribute this information to employees in mimeographed bulletins.

(2) The results of this survey prove the theory that employees involved in garnishment and assignment actions fall into certain groups.

Most workers receiving garnishments and assignments are unskilled. It is in this group of workers that the minority

employees are usually found. This does not only apply to the Negroes, Mexicans and Puerto Ricans but also to many of the southern and rural whites who have migrated to the big city to find work.

The big reason (beyond segregation) why these employees are usually unskilled is their lack of education. Rarely are these workers found to possess a comparable education to the non-minority worker in a factory or service industry.

A worker with a poor education, who is unskilled, almost automatically falls into a low wage income. This survey shows that the average worker involved in credit tie-ups is in the \$3,000 per year bracket and under.

The inability to budget wisely, along with an innate fondness for jewelry and gaudy items are by-products of poor educations and thus these people are unable to stay out of credit involvement.

With all workers it is found that married employees in proportion to single workers receive more wage attachments. This seems only natural because of the added responsibilities marriage entails. Also many companies (credit) will not sell or loan to single workers as willingly as they will to married workers. One reason for this is the fact that a married debtor would not be inclined to skip from one job to another which would invalidate

an assignment. The writer also feels that single people are inclined to shy away from credit involvement because they cannot furnish the excuses that a family man can to his employer. Also the law does not provide an exemption for a single person in garnishment actions.

Men are more prone to credit involvement than women. It seems that women have an innate quality for handling money. In the personal interview with the department store chain, the question was asked whether women were more apt to become involved because they needed clothes and jewelry to maintain a nice appearance. The answer was to the effect that most single women that work spend their whole check on themselves and therefore they know just how much to allot for each item needed. Married working women usually buy on the husband's name.

(3) The presence of a credit union in a company is not a strong factor for lessening the number of garnishments and assignments of their employees. In totaling the specific number of garnishments and assignments for a group of companies having credit unions and comparing this figure with the specific number of attachments in an equal number of companies not having credit unions the author did find the companies with credit unions had less credit involvements. But, the difference was so small that

it would be unfair to conclude that credit unions are necessary to lessen wage attachments.

From the personal interviews the writer found that many employers feel the employees that use credit unions are usually prudent and wise people who use them only as an aid in regulating their financial status. It is felt these workers would not get involved in credit even if they did not have access to a credit union.

(4) Most companies do not have definite discharge policies for credit offenders, although several of these companies state that garnishments and assignments are problems. The author feels that one reason many companies are reluctant to initiate a discharge policy is the realization that a policy must be accompanied by an understanding of content in order to be effective. As was pointed out in parts of this thesis that many companies enjoyed success from a strict discharge policy, it should be noted that these companies have employees of higher education than those of the minority groups which are the highest in credit involvement.

(5) We have established in this survey that unions have not concerned themselves with employee involvement in garnishments and assignments which lead to company discharge. Only a few companies report that the subject of wage attachment is

covered in the union contract.

Discharge is a management prerogative subject to the grievance procedure. Unions have not been critical of management's discharging of credit offenders. In fact a few companies report they have union approval to discharge employees for excessive credit entanglement. One company in the personal interview stated that they decide on discharge according to individual circumstances and as of yet they have never encountered a problem with the union.

This writer would like to see unions aid in educating workers to credit buying. They could do a very effective job in this respect through meetings, printed matter, etc.

A final point that should be pointed out in order to dispell the fears of some companies is the fact that legitimate small loan companies are very lenient in their use of the wage assignment as a means of collecting payments. In fact some loan companies have discontinued the use of assignments completely in certain states. The reasoning behind this is that the absence of the wage assignment helps in obtaining better cooperation from employers. Also, when a loan company uses an assignment it hinders its own business because the word will go out to friends of the assigned employee to stay away from that particular company. One loan company, in a recent memorandum discontinuing the use of

the wage assignment, states that adverse employer and public relations are out of proportion to any real results from their use.

APPENDIX I

A LIST OF THE COMPANIES SELECTED FOR THIS THESIS*

Abbott Laboratories
Admiral Corporation
Advance Aluminum Castings Corporation
Aetna Insurance Company
Agar Packing and Provision Corporation
Allstate Insurance Company
Aluminum Company of America
Ambassador Hotel
American Airlines, Incorporated
American Broadcasting Company
American Can Company
American Colortype Company
American Phenolic Corporation
Ampro Corporation
Andes Candies, Incorporated
Appleton Electric Company
Armour and Company
Arnold, Schwinn and Company
Arvey Corporation
Atlas Brewing Company
Atlas Boxmakers, Incorporated

B/G Foods, Incorporated
Bauer and Black,
 Division of the Kendall Company
Bastan-Blessing Company
Belden Manufacturing Company
Birtman Electric Company
Bliss and Laughlin, Incorporated
Eohr Aluminum and Brass Corporation
Borden Company
Braniff Airways, Incorporated
Brinks Express Company
Brunswick Balke Collendar Company
Budd Company

Burny Brothers, Incorporated
Burton Dixie Corporation
Butler Brothers

Campbell Soup Company
Capital Airlines, Incorporated
Carr Consolidated Biscuit Company
Carson Pirie Scott and Company
Central Scientific Company
Central Steel and Wire Company
Checker Taxi Company, Incorporated
Chesapeake and Ohio, Railroad Company
Chicago American
Chicago Aurora and Elgin Railway Company
Chicago Daily News, Incorporated
Chicago Eastern Illinois Railroad Company
Chicago Great Western Railway Company
Chicago, Milwaukee, St. Paul, and Pacific Railroad Company
Chicago, North Shore and Milwaukee Railway Company
Chicago, Rock Island, and Pacific Railroad Company
Chicago Screw Company
Chicago Southern Airlines, Incorporated
Chicago Suntimes
Chicago Tribune Company
City National Bank and Trust Company
Clow, James B., and Sons
Coca Cola Company
College Inn Food Products Company
Columbia Broadcasting System of Chicago
Combustion Engineering, Incorporated
Commonwealth Edison
Conlon Moore Corporation
Consumers Company
Container Corporation of America
Cook Electric Company
Cracker Jack Company
Crane Company
Cribben Sexton Company
Crooks Terminal Warehouses
Groname, Incorporated
Gudahy Packing Company
Curtiss Candy Company

Danly Machine Specialties, Incorporated
Darling and Company
Dean Milk Company

Decatur Cantage Company
Delta C & S Airlines, Incorporated
Diamond T. Motor Company
Diversey Corporation
Dixie Cup Company
Dixon Transfer Company, A.
Donnelley and Sons Company, R.R.
Dormeyer Industries
Drake Hotel
Dryden Rubber Division
Dukane Corporation
Dwight Brothers Paper Company

Eastern Airlines, Incorporated
Erie Railroad Company
Ero Manufacturing Company
Esquire, Incorporated
Essex Wire Corporation
Eugene Dietzgen Company
Eversharp, Incorporated

Fair, The
Finkle and Sons Company, A.
First National Bank
Florsheim Shoe Company
Foote Brothers, Gear and Machine Corporation
Ford Hopkins
Formfit Company

Gateway Transportation Company
Gazzolo Drug and Chemical Company
General Candy Corporation
General Outdoor Advertising Company, Incorporated
Glidden and Company
Globe Company, The
Goldblatt Stores
Gordon Baking Company
Gory Corporation, George W.
Goodman Manufacturing
Goss Printing Press Company
Grant Company, W. T.

Hall Printing Company, W. F.
Hallcrafters Company
Hammond Organ Company
Harding Hotel Company

Harris Brothers Company
Hart Schaffner and Marx
Helene Curtiss Industries, Incorporated
Henri Fayette, Incorporated
Hines Lumber Company, Edward
Hot Point, Incorporated
Huber and Huber Motor Express, Incorporated

Ilg Electric Ventilating Company
Illinois Malleable Iron Company
Illinois Meat Company
Illinois Packing Company
Illinois Tool Works
International Furniture Company
International Register Company
International Harvester Company

Jewel Tea Company, Incorporated
Joanna Western Mills Company
Johnson and Johnson
Johnson Fare Box Company

Kimball Company, W.W.
Kraft Foods Company
Kresge Company, S.S.
Kropp Forge Company
Kuppenheimer and Company, Incorporated, B.

Leaf Brands, Incorporated
Libby, Mc Neill, and Libby
Liquid Carbona Corporation
Lydy Parking Company, L.G.
Lyon Metal Products, Incorporated
Lyttons

Maguire Industries, Incorporated
Mandel Brothers
Maremont Automotive Products, Incorporated
Mars, Incorporated
Metropolitan Life Insurance Company
Meyercord Company
Miller and Hart, Incorporated
Monarch Laundry Company
Morison Hotel
Morton Manufacturing
Motorola, Incorporated

Merter Company
Mutual Broadcasting Company, Incorporated

National Aluminate Corporation
National Biscuit Company
National Can Corporation
National Cash Register Company
National Tea Company
Nachman Corporation
Neisner Brothers, Incorporated

Olson Rug Company
Omaker Packing Company
Oscar Mayer Company
Otis Elevator Company
Outboard Marine and Manufacturing Company

Peter Hand Brewing Company
Peter Fox Brewing Company
Pettibone Mulliken Corporation
Pheoll Manufacturing Company
Phoenix Metal Cap Company, Incorporated
Popular Mechanics Company
Proctor and Gamble Manufacturing Company

Rapinwax Paper Company
Remington Rand, Incorporated
Revere Camera Company
Reynolds Metals Company
Rheem Manufacturing Company
Rock-ola Manufacturing Company

Salerno Megower Biscuit Company
Sawyer Biscuit Company
Seeburg Corporation, J. P.
Signode Steel Strapping Company
Simpson, Incorporated, J. B.
Simpson Electric Company
Skillsaw Corporation
Smith Shoe Company, J. P.
Smoler Brothers, Incorporated
Society Brand Clothes, Incorporated
Standard Transformer Corporation
Stein and Company, A.
Steven's Candy Kitchens, Incorporated

Stewart-Warner Corporation
Stineway Drug Company
Stone Container Corporation
Storkline Furniture Corporation
Studebaker Corporation
Swift and Company

Tabin-Pisker and Company
Teletype Corporation
Transparent Packing Company
Twelfth Street Store

Union Freightways
Union Special Machine Company
United Airlines
United Manufacturing
United Packers
United States Brewing Company
United States Gypsum Company
United States Steel Corporation

Victor Adding Machine Company
Victor Manufacturing and Gasket Company

Walgreen Drug Company
Ward Baking Company
Wells Gardner Company
Western Electric Company
Western Foundry Company
Western Union Telegraph Company
Wilbanson Candy Company
Wilson and Company
Wilson and Jones Company
Wimpy Grills, Incorporated
Wrisley, Allen B.

Yellow Cab Company

Zenith Radio Corporation

*Seven organizations requested that their names not be mentioned. Therefore this list totals 232 companies.

APPENDIX II

COPY OF THE LETTER SENT TO 232 COMPANIES
IN THE CHICAGO METROPOLITAN AREA

February 1, 1954

TO THE PERSONNEL DIRECTOR:

I am a candidate for a master's degree in Industrial Relations at Loyola University in Chicago. My final curriculum requirement prior to graduation is the completion of a thesis.

I have chosen as a thesis topic, "A Survey of Company Policies on Garnishments and Wage Assignments in the Chicago Metropolitan Area". In order to have a thesis that will be informative and accurate, I am required to conduct an impartial survey of 100 companies in the Chicago Metropolitan area.

Enclosed is a questionnaire which I trust you will read, complete, and return to me at your earliest convenience.

Upon completion of this thesis and the tabulation of results, I will, upon request, be happy to furnish you with a copy.

Thank you in advance.

Sincerely yours,

Thomas E. De Pinto

Thomas E. De Pinto
1409 So. 60th Court
Cicero 50, Illinois

APPENDIX III

QUESTIONNAIRE ON GARNISHMENTS AND WAGE ASSIGNMENTS

- 1 How many people are employed by your company? _____
- 2 What are the approximate number of garnishments and wage assignments processed by your company each month? (Check answer)

<u>Garnishments</u>	<u>No.</u>	<u>Wage Assignments</u>	<u>No.</u>
1 to 5	_____	1 to 5	_____
6 to 11	_____	6 to 11	_____
12 to 16	_____	12 to 16	_____
17 to 21	_____	17 to 21	_____
Over 21	_____	Over 21	_____

- 3 In your opinion, do you consider that the number of garnishments and wage assignments that you process each month in proportion to the number of employees, constitutes a problem?
 ___Yes___No
- 4 Are your employees represented by a union? ___Yes___No
- 5 Are the problems of garnishments and wage assignments covered in the union contract? ___Yes___No
- 6 If your employees are not covered by a union contract, are they told about company policy covering garnishments and assignments? ___Yes___No How? (Rules, Bulletins, etc...)
- 7 Do you have a definite discharge policy for employees receiving garnishments and assignments? ___Yes___No What? (One offense, two, etc...)
- 8 Do you have difficulty in getting your foremen and supervisors to administer the company policy in times of a tight labor market? ___Yes___No
- 9 Have you enforced your discharge policy more rigidly in the past four months on employees receiving garnishments or assignments? ___Yes___No

APPENDIX III (continued)

QUESTIONNAIRE ON GARNISHMENTS AND WAGE ASSIGNMENTS

- 10 Do your employees have a credit union? ___Yes___No
- 11 Do you find that those employees receiving the garnishments and assignments fall into a certain group? ___Yes___No
(Check answers)
- a. Skilled___Semi Skilled___Unskilled___
 - b. Racial___
 - c. Married___Single___
 - d. Salary classification___

Name of company_____

Name and title of persons completing this questionnaire_____

Please return to:

Thomas E. De Pinto
1409 So. 60th Court
Cicero 50, Illinois

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